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ABSTRACT

In spring 1989, the California Legislature provided $5 million for faculty and staff development at California Community Colleges during the 1988-89 fiscal year. Another $5 million was allocated in July 1989 for 1989-90. These funds, allocated under Assembly Bill (AB) 1725, were provided for each campus to establish an advisory committee composed of faculty, classified employees, and administrators; to conduct a staff development needs assessment; to develop a plan to meet those needs; and to implement the planned activities. In April 1990, the Chancellor's Office requested that each college provide information on any faculty and staff development activities, explaining whether such activities were financed through AB 1725 or with District funds, and providing statistics on the number of people participating in each development activity. The colleges were asked to provide information on: (1) any outstanding activity financed with AB 1725 funds; (2) any activity relating to underrepresented groups, affirmative action, upward mobility and intercultural workshops; and (3) any activity carried out with a sister institution or neighboring college. Synopses are provided of the responses of 33 colleges to any or all of these questions. (Author/GFW)

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Accomplishments in Faculty and Staff Development

1988-1990

Chancellor's Office
California Community Colleges

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We extend our heartfelt thanks to all of the Faculty and Staff Development Coordinators who provided us with information for this publication.

Judy Walters, Specialist
Faculty and Staff Development

Darlinetta Howard
Support Staff

Printed August 1990

TABLE OF CONTENTS

Page No.

Alameda, College of 1, 13, 23
American River College 1, 13, 23
Antelope Valley College 2, 14, 23
Chaffey College 14
Citrus College 2, 24
Crafton Hills College 2
Desert, College of 3, 14, 24
Diablo Valley College 3, 15, 24
East Los Angeles College 3, 15, 25
Foothill College 15
Fullerton College 4, 16
Glendale Community College 4, 16, 25
Golden West College 4, 16, 25
Los Angeles Harbor College 5, 17
Los Angeles Mission College 5, 17, 26
Los Rios Community College District 5, 17, 26
Marin, College of 6
Merced College 6, 17, 26
Napa Valley College 6, 18, 26
North Orange Community College District 6
Orange Coast College 7, 18, 26
Peralta Community College District - Laney College 7, 18
Porterville College 8
Riverside Community College 8, 18, 26
San Bernardino Valley College 8, 18, 27
San Joaquin Delta College 19
San Mateo, College of 9, 19, 27
Santa Barbara Community College District 9, 19
Santa Monica College 9, 20, 27
Siskiyou, College of 10
Southwestern College 10, 20, 27
Victor Valley College 10, 28
West Hills College 11, 21

INTRODUCTION

In the Spring of 1989 the Legislature provided $5M for faculty and staff development activities for California Community Colleges. The funds were allocated for the 1988-89 fiscal year, and required each campus to establish an advisory committee composed of faculty, classified employees, and administrators. The committee was to participate in a campus needs assessment and in a plan to meet those needs. In July 1989, the Legislature allocated another $5 million for such activities during the 1989-90 fiscal year.

The information in this report was provided by community colleges in response to an April 1990 request by the Chancellor's Office for information on their faculty and staff development activities in the following areas:

I. Any outstanding activity funded under AB 1725;

II. Any activity relating to underrepresented groups, affirmative action, upward mobility and intercultural workshops; and

III. Any activity with a another community college or of an intersegmental nature.

A synopsis of its faculty and staff development activities was provided by each college, together with the name and telephone number of a contact person. The synopses are arranged alphabetically by college.

I. Please send to me a paragraph on the outstanding activity your college funded with AB 1725 funds. Note if it was during 1987/88 or the 1988/89 year. Please note what the activity was and how many (approximately) people participated.

ALAMEDA, COLLEGE OF
Mary K. Holland, Chairperson
Staff Development Committee
(415) 522-7221

The most outstanding activity that our college has funded with AB 1725 funds was a workshop on Classroom Research. On November 29, 1989, Lorraine Barry, College of Marin, presented "Classroom Research: an Introduction and Overview" to a group of 20 interested faculty and staff.

The excitement which Lorraine's presentation generated has resulted in several requests for staff development funds to attend the national conference on Classroom Research at U.C. Berkeley in June. In addition, one of our instructors has applied for admission to the week-long workshop at U.C.B.

Another presentation which benefitted our staff and faculty was given on our Professional Day in September, 1989. Dr. Eula Dean described the "Mentor Program at Consumnes River College". This activity was attended by 75-80 faculty and staff.

We are in the process of establishing an interest group to define and implement a similar Mentor Program for our college.

AMERICAN RIVER COLLEGE
Sharon McCuen, Dean
Research and Development
(916) 484-8011

All three staff segments at ARC (faculty, management and classified) focused on self esteem this year as a major theme. This fall (1989) the TRC held a symposium on "Self Esteem: Teaching the Whole Student," looking at its relationship to teaching and learning. The lead speaker was Bob Ball, executive director of the State of California Task Force on Self Esteem. The program also included a workshop on self-esteem conducted for faculty by consultant Barbara Walker. The classified staff also brought Mrs. Walker for a workshop on self esteem entitled "Enhancing Your Credibility." Finally, Mrs. Walker conducted a workshop for the management staff on "Building Credibility/Self Esteem" -- both to focus on how we can enhance the self esteem of faculty, staff and students, and how we can enhance our own self esteem. In this way, we had a single theme that was customized to the needs and interests of each segment. A total of 69 staff attended these workshops.

Another very successful event was organized by the faculty member, Nancy Reitz, who was funded to attend the Great Teachers Seminar last summer. Nancy replicated the Seminar on a 3-day retreat off campus last fall for 10 ARC faculty members. She and the group will have a follow-session this spring.

ANTELOPE VALLEY COLLEGE
Martha F. Wengert, President
(805) 943-3241

Antelope Valley College used Program Improvement monies to fund committees to address tasks associated with AB 1725. Each committee was given 2/5 FTE for the spring semester to allow reassignment time of the faculty committee chair or co-chairs. These committees are supported by a secretary who schedules meetings, takes minutes, and coordinates activities for committee chairs. The committees are Tenure and Evaluation, Minimum Qualifications and Hiring, Faculty Service Areas and Competency, and Administrative Reassignment Rights. The Senate, with the support of the Faculty Association who is the exclusive collective bargaining agent, designed and implemented these committees. Two of the committees are co-chaired by Senate and Faculty Association representatives. All committees have representatives on them from the Senate, Faculty Association, and Administration. All three groups work together in drafting the policies and these same constitute groups will jointly agree on the policies prior to being presented to the Board of Trustees. Over 30 faculty members have volunteered to serve on the committees which represent almost 1/3 of the full-time faculty.

CITRUS COLLEGE
Dr. Rita L. Burleigh
Assoc. Dean of Instruction
(818) 914-8880

When information came out about the Great Teachers Seminar this summer, I started thinking about the appropriateness of a counselor (myself, in particular) attending. I wondered how beneficial it would be since my primary assignment is not in the classroom. I thought it would be much more appropriate if I could attend a Great Counselors Seminar.

I met with Rita Burleigh to see if she knew, through her contacts with faculty development, of anywhere in the state where something like that was going to be offered. She said that to the best of her knowledge, there had never been a Great Counselors Seminar, and why didn't I develop one! So, I did.

On May 15, and 16, 1990 the first Great Counselors Seminar was held at the UCLA Conference Center, lake Arrowhead. Mike McHargue of Foothill College provided the leadership.

Five community colleges participated: Citrus, Cerritos, Cypress, Glendale and Rio Hondo for a total of 36 participans. Each college provided a facilitator to assist Mike.

CRAFTON HILLS COLLEGE
Joan G. Stoddard
Dean of Instruction
(714) 794-2161

Our most exciting staff development activity during 1988-89 was an all staff retreat held during April, 1989 at a nearby resort. It was a Friday afternoon through Saturday afternoon affair, and 45 people attended--classified, faculty, and managers. The setting was rustic but comfortable; the food was superb; the camaraderie was joyous and free-flowing; and each of the five workshops was really excellent: "Critical thinking and Writing Across the Curriculum"; "How to Deal with Stress"; "Teaching Techniques that Work"; Communication and Harmony on the Campus"; and "Brainstorming Ideas to Bring the College Together."

The evaluation results after the retreat indicated great enthusiasm, and this year we had about 65 people attend our Spring 1990 retreat. I attribute the increase to the positive response last year.

DESERT, COLLEGE OF THE
Jacqulyn Weiss
Director of Personel
(619) 346-8041

We sent two faculty members to an Instructional Skills Workshop last summer. These individuals presented a Workshop for all faculty during the fall 1989 Flex Days. Approximately 40 people participated.

DIABLO VALLEY COLLEGE
Arthur Dull
Staff Development Coordinator
(415) 685-1230

1. We had a celebration of our 40th year of service to students and the community. We had a retreat at Asilomar that was partially funded by AB 1725. The theme was where do we want to be by the year 1990. We reviewed the past, we looked at ourselves today and then took on the future. The two day meeting used a variation of the Great Teacher approach and to say the least the bonding that went on was overwhelming. This retreat involved 166 staff for 1988/89.

2. We used AB 1725 to fund a retreat for classified staff and to fund a management retreat 1988/87 and 1988/89.

3. The president has created, at the request of faculty, two task force groups. One group is addressing wellness and the other is addressing the multicultural diversity in a new society. We have funded the Wellness Task Force and expect to receive a request from the Multicultural Task Force for funding. Both groups are hopefully going to be institutionalized. This is for 1989/90 and involves 12 faculty.

4. We have a new faculty/part-time faculty orientation program called NEXUS. Regular meetings are held with this group and the NEXUS Coordinator. AB 1725 and District funds are used to support this group. This covers about 30 staff.

5. We also support an active program in ISW, GTS, and Pat Cross's Classroom Research model. Diablo Valley and Los Medanos College are doing a shared program and share costs; this is for 1988/1989/1990 and I am not sure how many faculty, but I would guess over 25.

EAST LOS ANGELES COLLEGE
B. David Fisher, Coordinator
Faculty and Staff Development
(213) 265-8650

The theme for East Los Angeles College for the past year and a half has been governance. Without going into detail ELAC had not only had low moral, but a lack of leadership. Two retreats, August '89 and February '90 have not only raised moral, given back hope, restored confidence, but have produced a mission statement, goals, objectives and strategies to implement the former for a meaningul strategic master plan. There were all components of the campus at both retreats, 45 for the first and 75 at the second. These retreats became the vehicle for bringing the campus back together and moving forward. The new president Omero Juarez has been the mover and has adopted staff development has a major avenue to giving new life into an old institution.

FULLERTON COLLEGE
Dr. John T. Walker
Dean of Instruction - Staff Development
(714) 992-7017

As for the "outstanding activity," I would choose the most innovative program, one which has had an impact on a greater number of faculty (and presumably students). This is the series of workshops which Diana Kelly has organized for part-time faculty on seven different topics, including Adult Learners, the Underprepared College Student, and Learning Styles. This program, attended on a voluntary basis, has drawn remarkably good attendance and very favorable reviews by participants. I believe that Diana has done a great job reaching a segment of the faculty which has, on a statewide basis, been largely neglected. The cost for this series, described in the attached memo, is $4,666, all of which has been funded by the staff development funds provided by A.B. 1725.

GLENDALE COMMUNITY COLLEGE
Sharon D. Scull
Staff Development Officer
(818) 240-1000

1987-88

Glendale Community College held a two-day Great Teachers Retreat for 30 teaching and counseling faculty. David Gottshall was the consultant/leader. Responses were extremely positive. Participants shared instructional problems and successes, developed networking techniques, and improved interdisciplinary communication. A similar activity will be held in April 1990.

1988-89

An All-College (Educational Leadership) Retreat for 40 instructional, classified, and administrative staff members examined means for improving communication across disciplines and work assignments and for implementing the new shared governance system. Specific recommendations for action items were developed by participants and forwarded to the appropriate governance committees. Jim Webster, from College of Marin, led the retreat.

GOLDEN WEST COLLEGE
Sharon A. Ratliffe
Staff Development Coordinator
(714) 892-7711

The outstanding activity of 1989 (November) was the Great Teachers Seminar that we held for 35 members of our faculty at the Lake Arrowhead Hilton. As a result, people who attended the seminar have remained involved in campus activities throughout the year. Some of these people had not been involved prior to the seminar.

The outstanding activity of 1990 (so far) will be the Classified Staff Retreat on May 2-4 when 40 people will be involved at the USC Conference Center in Idyllwild. Unlike many colleges, our classified staff asked to apply and take responsibility for obtaining the signatures of their supervisors, rather than to have the supervisors nominate representatives to attend. In effect, the classified staff member and supervisors applied as a "team." The fact that this approach worked well has already brought new energy to our campus and we have not had the retreat yet.

(If I had to select one "outstanding activity" from these two, I would select the pending classified retreat. There are models for faculty going on retreats and the fact that the classified experience is working so well places it in number one position. Both were funded by AB 1725 money.)

LOS ANGELES HARBOR COLLEGE
Bobbie McTee
(213) 518-1000

On December 7th & 8th, 1989 a very successful conference growing from the statewide Shared Governance Conferences of 87-88 and 88-89 school years was held for Los Angeles Harbor College staff. It was called "Vision for the 90's," an inter-active workshop for campus leaders.

Our goals were to break communication barriers, strengthen working relationships, improve morale, develop action plans for problem solving, identify new directions for the college; and to begin to plan for the successful attainment of these goals. Thirty-three people applied and with health and other personal problem changes, twenty six attended of which five were administrators; seven were classified staff and fourteen were certificated staff.

We had an excellent representation of the campus "movers-and-shakers" and everyone unanimously agreed that the specified goals were attained. Probably the most significant result was a personal commitment from all the attendees to assume personal responsibilities to achieve at least one of the goals we proposed.

22 Faculty and Counselors attended a 2 day intensive Collaborative Learning Workshop held here at Harbor College. Teachers learned many of the techniques of this student centered method. Since then we have continued to meet, share experiences and problems, and generally network with in our divisions to help our students become more active learners.

LOS ANGELES MISSION COLLEGE
Phil Lozano
Assistant Dean
Staff Development Committee Chair
(818) 365-8271

Enclosed is a program for the All College Retreat, which was funded by AB 1725 funds. The two day conference facilitated fifty-six participants and was extremely beneficial and effective in addressing some critical college-wide issues. Recommendations for the resolution of some of these issues will be presented to the College Executive Council for their approval at the April 3, 1990 meeting.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Jimmy Mraule, Director
Certificated Personnel
(916) 920-7821

Most of the funds allotted to Central Maintenance/District Office staff development activities have been spent for individual requests for technical training and personal development for upward mobility. The oustanding activity for general participation was a hands-on computer training workshop in WordPerfect 4.2 and 5.1 in which 50 people participated. Because the district office needed computer lab faciltiies to conduct the training, the workshop was held during semester break the week of January 22 at Cosumnes

River College. Funds from 1988-89 were used for this activity because of the late start experienced by this group. Participants were transported to and from the site by bus. Training covered the basics of WordPerfect 4.0 through new processes in 5.1. This provided and opportunity for employees to enhance their skills in this process and gave some staff a first-time opportunity to develop computer skills.

MARIN, COLLEGE OF
Lorraine Barry
Director, Staff and Organizational Development
(415) 485-9426

For the last year and a half, the Staff Development Office of College of Marin has offered faculty a semester long program in Classroom Research that involved five training workshops, five report papers, a course outline and a handbook of techniques. In the first semester, 15 faculty enrolled, each of whom was paid a stipend to participate. The program consisted of faculty choosing a focus class, determining a teaching goal for that class and administering at least two assessment techniques from the handbook to see if that goal had been reached. Faculty were so enthusiastic about their successes that Classroom Research has grown to incorporate 69 faculty members. This program is offered each semester to all faculty and has become a cornerstone of COM's faculty development. New programs in Instructional Skills and Student Learning Styles are now being designed and implemented. On-going approaches such as these have proven to be among the most effective forms of staff development at College of Marin.

MERCED COLLEGE
Harlan W. Hamlin
Vice President, Instruction
(209) 384-6000

Our outstanding AB 1725 staff development activity is the Partnership Program, a mentoring program which links new part-time instructors and full-time instructors in the same discipline. Each mentor and mentee is paid $75. During Spring 1990 there were 18 such partnerships. Merced College has had informal mentor relationships in the past; but the official recognition of and payment for these arrangements has proven very beneficial to everyone involved.

NAPA VALLEY COLLEGE
Bonnie Thoreen, Asst. Dean
Learning Resources and Staff Development
(707) 253-3095

One of the oustanding activities of the 1988/89 year was our administrative/confidential retreat. Approximately 25 people participated. The two-day event was very productive and helped us to focus our activities for the 1989/90 year.

NORTH ORANGE COMMUNITY COLLEGE DISTRICT
Diana Kelly/John Walker
(714) 871-4030

Fullerton College offered Part-Time Faculty a total of eleven Professional Development Workshops on seven different topics. The workshop topics were determined through the results of an extensive survey of all part-time faculty. Eighty-four percent of the 384 part-time faculty returned the surveys, so the information was very useful in planning the workshops.

Two workshops were held before the start of the Spring 1990 semester: the "New Part-Time Faculty Orientation," and a workshop for all part-time faculty on course-planning entitled, "The Three-Hour Evening: How to Get It Started and Keep It Going." Four workshops were held during the semester, each at two different times to allow participation of more part-time faculty. the topics of these workshops were Underprepared College Students, Adult Learners, learning Styles, and Using Visuals in the Classroom. Finally, one all-day Saturday workshop will be held on May 5 to train twenty part-time faculty members in the use of Classroom Research techniques in evening classes in preparation for the Fall, 1990 semester.

These workshops for part-time faculty have been very enthusiastically received. here are some of the comments from participants:

- "This is the first time in five years that I felt like someone was really taking an interest in part-timers -- that we really do count. Thanks!"
- "Extremely helpful and supportive -- great workshop environment."
- "Thanks, I finally feel more adequate as a teacher who never had teacher training previously."
- "It was good to meet other part-time faculty and share our problems and concerns."
- "First class meeting details were very helpful."
- "I realized that other instructors have similar problems and frustrations. All along I felt it was my own lack of experience and knowledge."
- "The most important thing I learned was what has worked for other instructors!"

These workshops for part-time faculty, and additional workshops on topics suggested by workshop participants, will be offered again during the 1990/91 year.

ORANGE COAST COLLEGE
Pat Toney-Anthony
Staff Development Coordinator
(714) 432-0202

1. Outstanding Activity
   Classified Retreat to be held 4/25/26
   Management Retreat held 9/25-28
   Flex Time two days of Workshop Offerings (@60)

PERALTA COMMUNITY COLLEGE DISTRICT - LANEY COLLEGE
Shirley A. Coaston, Chairperson,
Laney Professional Development Committee
(415) 466-7200

AB 1725 monies have generally been used to fund tuition reimbursements and conference attendance.

A portion of 1989/90 funds will be used to host a one day workshop for the student services staff on April 27th. Release time was granted for a Classified Staff member to attend computer classes which 1988/89 and 1989/90 money.

The Peralta Federation of Teachers has negotiated in its contract, funds for staff development. These funds have been used to: purchase on-line searching time so that faculty can do research; attend conferences and workshops; provide substitutes while faculty attend conferences; hire outside consultants to lead workshops; provide funds for a faculty computing lab and provide reassign time for faculty working on projects. The projects are varied in scope and range from bringing in outside consultants

dealing with "cognitive functioning and its applicability to the teaching process", to those developed by Laney staff dealing with paired learning, alternative teaching/learning styles (Culinary Arts), literacy across the curriculum, minorities and math, and training cosmetology instructors to do African-American Hair.

PORTERVILLE COLLEGE
Sev Garcia
Staff Development Coordinator
900 South Main Street
Porterville, CA 93257
(209) 781-3130

"COLLEGIALITY COLLOQUIUM"

April 20-21, 1989 - A day and a half Collegiality Colloquium was held at Springville, CA., (off-campus) for the entire certificated, classified and management staff of Proterville College.

24 "hot topics" were identified. 5 were chosen to be the focus of our future efforts to achieve collegiality among all staff members and to take the initial steps towards shared governance.

"COLLEGUIUM '90"

March 2, 1990 - A one day follow-up Colloquium was held for all the staff (classified, certificated & management) to evaluate our progress towards collegiality & shared governance. The 5 areas of focus from the '89 Colloquium were the basis for the morning and afternoon break-out sessions. The emphasis was on solutions that will keep us focused and on track.

Both the '89 and '90 Colloquia included student officers of the ASB Governance Board.

RIVERSIDE COMMUNITY COLLEGE
Richard Stover
Provost, Riverside City Campus
(714) 684-3240

Workshop in Classroom Research

An intensive 2+ day training session for Faculty Development Specialists and Academic Administrators. (Workshops would then be brought to R.C.C., facilitated by Normal Barricelli & Pat Spencer.)

SAN BERNARDINO VALLEY COLLEGE
Dr. Susan A. Shodahl
Chair, Staff Development Committee
(714) 888-6511

The most dramatic Staff Development activity so far this year was a one-day seminar offered on campus by Career Track (How to Deal with Difficult People). The activity was dramatic in the sense that it was very visible (as a result of being held on campus), very popular (there were 60 staff members in attendance--classified, certificated, and management), very well-received (the evaluations were uniformly positive), and seen by many staff members (especially the classified staff) as a clear message that Staff Development is a reality on campus.

SAN MATEO, COLLEGE OF
Michael C. Bucher
Staff Development Officer
(415) 574-6546

During Spring 1990 we conducted two well-received Instructional Skills Workshops, each with five participants, Faculty were drawn from both full and part-time ranks, both academic and vocational disciplines, both new and renewable teachers, all of whom enriched and were enriched by the activity. Plans for at least two more have been approved by the AB 1725 Staff Development Committee.

SANTA BARBARA COMMUNITY COLLEGE DISTRICT
Daniel Oroz
Director of Personnel
(805) 965-0581

Awarding the following Faculty Enrichment Grants:

- Preparation of study guides for Introduction to Philosophy
- Development of a Library Skills Workbook
- Purchase of Licensure Examination profiles for Nursing
- Development of vocabulary and reading comprehension materials
- Translation of the Learning Resource Center Handbook into Spanish
- Development of a core curriculum for ADN and LVN programs
- Development of pronunciation tapes for ESL
- Development of audio visual materials for Communication classes
- Preparation of an instructional booklet for preparation for the Algebra Readiness Test
- Support for attendance at the South Coast Writing Project
- Development of a cross-cultural computer laboratory
- Development of a Natural History Field Guide
- Development of a study guide and exercise book for Chinese 1 & 2
- Development of computer assisted instruction for German I
- Development of a slide-tape presentation for general psychology

Providing money for inservice activities such as:

- ESL workshop sponsored jointly by the SBCC credit program, the Santa Barbara High School District, and the SBCC Continuing Education Program
- Seminar on computer assisted instruction in mathematics and the development of a math lab
- Inservice retreats for Science Division and English Division faculty with a focus on curriculum design and improving instruction
- Workshop on the development of an Oral Communication Lab

SANTA MONICA COLLEGE
Norma J. N. Camp
Assistant Dean, Staff Development and Grants
(213) 450-5150

In July, 1989, seventy-six faculty, classified staff, managers, hourly classified and certificated participated in a three-day, two-night retreat at an Inn approximately 60 miles from campus. The Retreat created new mixes of SMC personnel to take advantage of the human resources available at SMC. Job related problems were identified and analyzed and creative approaches were discussed. After one year, people are still talking about the retreat and are using the network that was developed during the 3-day program.

SISKIYOU, COLLEGE OF
800 College Avenue
Weed, California 96094
Telephone (916) 938-4461

We have approximately 140 faculty and staff. Because we were allocated AB 1725 Faculty and Staff Development funds we were able to bring a speaker on campus for a workshop entitled, "Communication at Work," by Dr. Jonathan Lange from Southern Oregon State College on march 1st. In the past, we have been reluctant to pay a $1,000 honorarium to a speaker.

This enabled us to draw approximately 40 staff and about 15 students. Had we sent 40 people as individuals even as close as Sacramento, it would have cost us $5,000.

While this is not necessarily an unusual activity, our staff enjoyed it and the team spirit which developed, and it would not have been possible without AB 1725 money.

SOUTHWESTERN COLLEGE
Dr. George Weston
Coordinator, Staff Development
(619) 421-6700

CONNECTIONS Approximately 300 of our classified staff will have completed this program by end of this academic year. We realize our classified staff play a pivotal role in helping SWC impact the lives of its students. Connections is a program which is designed to increase participants ability to effectively communicate with others, to increase their sense of competency and their confidence and to help them respond to difficult situations more effectively.

Approximately two-thirds of our staff have completed the eight hour training and the response of those completing the program is very positive. We will conduct end of the program evaluations in July.

VICTOR VALLEY COLLEGE
Laura White, Chair
Staff Development
(619) 245-4271

In answer to the requests of your memo of March 12, 1990, the outstanding activity that we funded with AB 1725 funds in 88/89 Staff Development year was an all-staff, 2-day retreat to Highland Springs in Beaumont, California. We were there for two full days, with 125 staff attending. We had speakers and workshops on the following:

1. More joint curriculum articulation programs between VVC and the "feeder" secondary schools.

2. Instructor training in teaching critical thinking skills across the curriculum.

3. Training to insure that affirmative action requirements are met by hiring committees and by general employment pracvtices.

4. Training in public relations for staff with frequent public contact.

The outstanding activity we funded with AB 1725 funds in 88/89 was an all-staff 2-day retreat to Highland Springs in Beaumont, California, with 125 staff attending. We had speakers and workshops on the following:

1. More joint curriculum articulation programs between VVC and the "feeder" secondary schools.
2. Instructor training in teaching critical thinking skills across the curriculum.
3. Training to insure that affirmative action requirements are met by hiring committees and by general employment practices.
4. Training in public relations for staff with frequent public contact.

WEST HILLS COLLEGE
Scott Harris
Chair, Staff Development Committee
(209) 659-1473

West Hills Community College Staff Development Committee sponsored a district retreat on may 24 through 26 of 1989 at the Montecito-Sequoia Lodge. The committee members planned, coordinated, acted as facilitators, documented, and evaluated this three-day retreat in the mountains attended by approximately 50 faculty and staff. The topic was "Working Toward Shared Governance at West Hills Community College." The retreat was considered a success in the study of shared governance, raising employee morale, and in showing that the district values the faculty and staff. This activity was paid for by AB 1725 funds.

II. If you funded activities relating to underrepresented groups, affirmative action, upward mobility, interculture workshops etc. please write me a line or two about that. Please note if you spent AB 1725 money or regular District money for this activity.

ALAMEDA, COLLEGE OF
Mary K. Holland, Chairperson
Staff Development Committee
(415) 522-7221

Classified Staff Development Committee sponsored a workshop on "Forming a Classified Senate". On March 22, 1990, Karen Webb and Darlene Culbertson, Foothill College Classified Senate President and President-Elect, respectively, described their experiences in forming a Senate at their college. Thirty classified staff were in attendance. The nominal cost for this activity was charged to district funds.

AB 1725 funds were used by four classified staff to attend the "Black Women's Leadership Conference" in Los Angeles in January, 1990. These ladies came back here very energized and more determined to participate in their own upward mobility. One of them applied for and received a job promotion. Conference attendance had major impact on all of them.

AMERICAN RIVER COLLEGE
Sharon McCuen, Dean
Research and Development
(916) 484-8011

We have a Multicultural Awareness Staff Development Subcommittee that includes faculty, classified staff and management. Workshops in the fall, 1989, semester included a two-part workshop on "Unlearning Racism: Minorities and Non-Minorities" and "Combating Racism in the Classroom, Campus and Community" by Dr. Leo Maestas from CSU Sacramento. Another workshop designed especially for classified staff, was "Appreciating Cultural Diversity" by Dr. Lois Phillips.

This semester (spring 1990) the committee sponsored the teleconference "Men of Color-Absence in Academia." Some 40 staff attended from ARC as well as from Sacramento City College, Cosumnes River College, CRC Placerville campus and the District Office. It is planned that a second teleconference, "The Black Athlete", will be sponsored by one of our sister colleges. Other planned activities are: a one-day Leadership Skills Development workshop for minority staff; a workshop for faculty on "Cooperative Learning Techniques: They DO make a difference for Minorities and Women" by Dr. Kay Hudspeth, CSU Polystechnic Pomona; and "Cultural Pluralism in the Classroom" by Gene Patton of Mission College.

We have also conducted inservice for staff on affirmative action as it relates to hiring, using our own internal resources.

ANTELOPE VALLEY COLLEGE
Martha F. Wengert, President
(805) 943-3241

In conjunction with the Intercultural and Women's Studies Committee here at Antelope Valley College, there were several Intercultural Staff Development Workshops held in 1988/89. These workshops covered topics ranging from understanding alternative learning styles; teaching and motivating strategies for blacks, chicanos and women. This academic year, 1989/90, workshops have been given by prominent speakers such as Jaime Escalante and Julian Bond who addressed such issues as motivating minority students to the importance of staff diversity on a college campus. Staff diversity funds as well as staff development monies have been used to bring speakers onto campus for faculty, staff, administrators, and students.

The Intercultural and women's Studies Committee has also impacted the upward mobility for students in that mentorship programs for both middle school and college ethnic minority and women students have a direct link with college life and the personal relationship with someone who sincerely cares about their current and future success.

CHAFFEY COLLEGE
John S. Caputo, Director
Staff Education, Development & Diversity
(714) 941-2300

Several ongoing programs including: Mentor-Partnerships, Travel Assistance, Flex Needs Survey, Writing Across the Disciplines, Customer Service as a Retention Strategy, and our Valuing Diversity Program.

We are particularly proud of what we've been able to do with AB 1725 monies and our Valuing Diversity Workshops have been recognized as exemplary and selected to be highlighted at the NISOD Conference on Teaching Excellence in Austin, Texas - May 1990.

DESERT, COLLEGE OF THE
Jacqulyn Weiss
Director of Personel
(619) 346-8041

Several activities have been sponsored on campus which relate to Affirmative Action and Diversity. Some have been co-sponsored by Staff Development and Affirmative Action/Staff Diversity. Among events held are these:

- Diversity: A Challenge for Teaching/Learning (Workshop)
- California Transitions: Educating for the Future (Keynote speaker)
- The 90's: Decade of Diversity (Workshop)
- Acquiring Staff Diversity: Why and How (downlink conference).

Additionally, we have sent minority faculty and staff to the following conferences:

- Black Leadership Conference (Jan. 1990)
- Latina Leadership Conference (Feb. 1990)
- Black Association of Community Colleges Conference (March 1990)
- Affirmative Action/Staff Diversity Conference (March 1990)

DIABLO VALLEY COLLEGE
Arthur Dull
Staff Development Coordinator
(415) 685-1230

In 1988/89 we funded faculty to go to a Latina Conference and we sent women staff to a women issues conference. I would say the outgrowth for us here at Diablo Valley College is the creation of a task force in this area. (The president has created, at the request of faculty, two task force groups. One group is addressing wellness and the other is addressing the multicultural diversity in a new society. We have funded the Wellness Task Force and expect to receive a request from the Multicultural Task Force for funding. Both groups are hopefully going to be institutionalized. This is for 1989/90 and involves 12 faculty.)

EAST LOS ANGELES COLLEGE
B. David Fisher, Coordinator
Faculty and Staff Development
(213) 265-8650

There were a number of activities relating to affirmative action, upward mobility, intercultural workshops, etc. Some of these were as follows:

1. Asian "oral history" (from students)
2. Asian cultural awareness (for faculty)
3. A conference on Minority Youth (for staff)
4. A lecture on Higher Math for Minority Youth (for faculty)
5. A workshop on Affirmative Action (for administrators)
6. A workshop on Affirmative Action (for classified)
7. A conference for Latina Students (for staff)
8. A workshop on advancement inhouse (for classified)

A number of the above activities were funded jointly with funds from matriculation, affirmative action, gender equity, district as well as staff development funds.

FOOTHILL COLLEGE
Trish Van DeVeer
(415) 949-7320

It is with great enthusiasm that we announce our first seminar series to be offered by Foothill's new Cultural Diversity Across the Curriculum program. This series, entitled Diversifying the Curriculum/Reaching the Students, will be held for 10 weeks during spring quarter and will focus on some of the theoretical and practical questions relating to how we teach a multi-cultural curriculum and develop cultural sensitivity in a culturally diverse classroom and campus setting. Faculty from all departments and divisions will have an opportunity to think, talk and work together to begin the process of transforming our curriculum and services to ensure a balance with respect to race, ethnicity, nationality, gender, sexual preference and class.

The 10 week spring seminar series, to be held each Tuesday from 2:30 - 4:30 in the Staff House beginning April 10, will include speakers from Stanford, UCLA, Cal State Hayward and UC Berkeley, as well as presentations by Foothill faculty and students and specially planned workshop experiences. At the end of the seminar participants will have an opportunity to work with other faculty members to make concrete

changes in specific courses, classroom and counseling practices. Since each seminar participant will receive two units of credit towards PGA or PAA (and column change), interested faculty are asked to commit to the entire series.

FULLERTON COLLEGE
Dr. John T. Walker
Dean of Instruction - Staff Development
(714) 992-7017

In regard to affirmative action and underrepresented minorities, we have used about $9,000 to fund four teaching internships for minority students, who have in most cases begun graduate work in four subjects (child development, 2 in drama, and one in math). We have been giving a stipend of $1,500 to the student and $1,000 to the instructor, who in most cases is involved in fairly labor intensive activities with the intern. None of these interns has been ready to step into a classroom immediately. They work with the mentor teacher and the students in a number of activities, and ultimately in instruction. We hope to continue this program with three students and mentors each semester. The goal of this project is to increase the number of minority students who qualify for community college teaching positions.

GLENDALE COMMUNITY COLLEGE
Sharon D. Scull
Staff Development Officer
(818) 240-1000

1987/88

Maxine Hong Kingston, author of "The Woman Worrior" and "China Man", lectured on the roles and acculturation problems of native and immigrant Chinese and read from her new book, "Tripmaster Monkey" His Fake Book" in May. An author's luncheon (note that food was not funded by AB 1725) and autograph party preceded an afternoon workshop. Many faculty invited classes to the lecture and then used it as a class discussion topic.

An Affirmative Action Workshop, led by a professional consultant, trained 40 faculty members to serve on hiring committees.

1988/89

Faculty Institute Day (similar to a flex day) in September was devoted to a mini-conference that included Ronald Takaki, Ethnic Studies, UC Berkeley, as keynote speaker. A cluster of general and specific presentations by staff of surrounding community colleges examined race, gender, and ethnicity concerns identified by GCC staff. Faculty facilitated discussion groups relating to the presentations. All contract and many adjunct faculty attended.

GOLDEN WEST COLLEGE
Sharon A. Ratliffe
Staff Development Coordinator
(714) 892-7711

During our flex days in January, we funded a workshop lead by a faculty member and involving a student panel on the Vietnamese Culture. All presenters were Vietnamese and over 200 persons attended. This was funded with AB 1725 money. We will hold a follow-up meeting with the students on March 28, during the week-long dedication of our new Intercultural Center. There will be staff development

activities every day during the week of March 26-30 that focus on interculturalism. On one day three faculty from Rio Hondo College will present a workshop. This workshop is funded from District money. (About 200 people were involved in the AB 1725 funded workshop. The others haven't taken place yet.)

LOS ANGELES HARBOR COLLEGE
Bobbie McTee
(213) 518-1000

Cultural Diversity in the Classroom - How Cultural Differences Affect Student Success

A profession Development Activity featuring Dr. Leonard Olguin. Dr. Olguin is an expert in the field of bilingual education and the psychology of cultural difference. He is the author of books and teacher training films on these subjects and is currently an Associate Professor in the Department of Teacher Education in the Graduate School of Education at CSU, Long Beach. Because Dr. Olguin is also a graduate of a California Community College, he will be able to offer not only professional expertise but the sensitivity that comes from first hand experience with the problems faced by ethnic minorities in the educational setting.

LOS ANGELES MISSION COLLEGE
Phil Lozano
Assistant Dean
Staff Development Committee Chair
(818) 365-8271

In response to your letter regarding Staff Development Update, question No. 2. - These kinds of activities have occurred and have been funded by staff diversity funds.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Jimmy Mraule, Director
Certificated Personnel
(916) 920-7821

A general participation activity for intercultural awareness is currently in the planning stages for May.

MERCED COLLEGE
Harlan W. Hamlin
Vice President, Instruction
(209) 384-6000

In late April of this year we will have a multicultural awareness workshop featuring Dr. Ida Bowers of nearby California State University, Stanislaus. Dr. Bowers is an expert in Southeast Asian cultures. Merced College has a large number of Southeast Asian students. We plan another workshop on this topic for fall 1990. (Staff Development AB 1725 money will be used for these workshops.)

NAPA VALLEY COLLEGE
Bonnie Thoreen, Asst. Dean
Learning Resources and Staff Development
(707) 253-3095

In April, 1990, we will have an all day seminar with Lillian Roboybol Rose. She will be working with us on cultural diversity issues. We will also have a presentation on new majority issues at our retreat in May. Both activities are funded by AB 1725 staff development money. At this point I'm not sure how many people will be participating; however I anticipate 100-150 or more will attend part or all of the day's activities.

ORANGE COAST COLLEGE
Pat Toney-Anthony
Staff Development Coordinator
(714) 432-0202

Multi Cultural Activity - offered two Speed Spanish five four hours sessions. Will offer 5 day intense Spanish class in June Multi Culturalism speaker for fourth Flex Day.

PERALTA COMMUNITY COLLEGE DISTRICT - LANEY COLLEGE
Shirley A. Coaston, Chairperson,
Laney Professional Development Committee
(415) 466-7200

Project: To assess the existing offerings for ESL students, to make recommendations for changes, and implement the changes -
Shirley Nedham, Coordinator of English as a Second Language.

RIVERSIDE COMMUNITY COLLEGE
Richard Stover
Provost, Riverside City Campus
(714) 684-3240

AIDS Education Workshop
A workshop by Helen Miramontes, MSN, CCRN, Director of AIDS Education and Training Program of the Calif. Nurses Association, regarding caring for people with AIDS.

Manual Communications In-service and Re-Training
Workshop for in-service and re-training of manual communications faculty in preparation of certificate program for interpreters of the deaf. (Funds primarily are for instructor supply packages.)

SAN BERNARDINO VALLEY COLLEGE
Dr. Susan A. Shodahl
Chair, Staff Development Committee
(714) 888-6511

Seventeen women (2 managers, 7 faculty, and 8 classified) attended a 2-day off-campus Leadership Skills Seminar for Women. Seven Hispanic women (1 manager, 1 faculty, and 5 classified) attended the Latina Leaders in Action Conference in the Bay Area March 2 and 3. Three women (2 managers and 1 faculty)

will be attending the Leaders Program sponsored by the League for Innovation in Community Colleges and AAWCJC. All of these activities were funded by AB 1725 funds.

SAN JOAQUIN DELTA COLLEGE
Patricia Demo
Director of Human Resources
((209) 474-5151

Two special projects sponsored by Staff Development funding at San Joaquin Delta College were the Contemporary Cross-Cultural Experience held March 29-30, 1990 and the Classified Loan-A-Mac Program initiated March 16, 1990.

"The Contemporary Cross Cultural Experience" as presented by the Communication Skills Division included presentations by outstanding ethnic group members to increase awareness and sensitivity to the cultures that are part of Delta College.

SAN MATEO, COLLEGE OF
Michael C. Bucher
Staff Development Officer
(415) 574-6546

AB 1725 funds also supported a multi-cultural pluralism workshop that was conducted twice on successive days to facilitate the participation of any member of the classified, administrative, and teaching staff who wished to attend. The interactive workshop, "Let's Be Different Together", was conducted by Lillian Roybal Rose in a most affecting, masterful, inclusionary, and affirmative fashion.

SANTA BARBARA COMMUNITY COLLEGE DISTRICT
Daniel Oroz
Director of Personnel
(805) 965-0581

Multi-Cultural Awareness Training: Counseling co-sponsored in 1988-89 with the newly-formed Academic Senate "Underrepresented Students Action Committee" a professional presentation by a multi-cultural awareness training group. Approximately 45 people attended, representing administration, student services and instructional faculty. Among the issues discussed in the 4-hour workshop were cultural learning styles, body language, strategies for making effective contact with underrepresented students in the classroom, family attitudes toward education, and peer support systems. The session was video taped for future reference and for those who could not attend.

Continuing Education Division: The ESL Department of Santa Barbara City College's Continuing Education Division has made extensive use of Staff Development Funds. Since all of our instructors are part-time hourly employees who work between 5 and 14 1/2 hours per week, there is an especially strong need for in-service training. It's frequently the case that many part-time instructors are hired with qualifications which fall far short of the highest ideal qualifications of TESOL training per se and/or a masters degree in linguistics. Foreign language, elementary or secondary school teacher training and experience have usually been the typical background of our instructors.

Therefore, in-service has been offered on an informal basis for several years. However, the past two years we have held more intensive and frequent in-services than previously. This is due to our participation in the State Department of Education's IRCA program as mandated by the federal government. With IRCA's guidelines for granting amnesty to undocumented aliens who met certain criteria, it was stipulated

that those "candidates for amnesty" gain the right to legal residence by obtaining a certificate verifying that they had satisfactorily pursued a course of study which included the English language and American history and government for a minimum of 40 hours. We became a designated agency to provide the mandated education.

SANTA MONICA COLLEGE
Norma J. N. Camp
Assistant Dean, Staff Development and Grants
(213) 450-5150

In December, 1989, we had a Staff Diversity/Affirmative Action Training Day on campus. Persons hoping to serve on faculty and administrative selection committees for 1990-91 positions were encouraged to attend the workshop. The morning workshop addressed a "Balanced Action: A New Approach to Staff Diversity and Affirmative Action". A mock hiring session was held in the afternoon followed by a discussion on Screening Committees do's and don'ts. Approximately 65 persons participated in the Workshop.

SOUTHWESTERN COLLEGE
Dr. George Weston
Coordinator, Staff Development
(619) 421-6700

CELEBRATING CULTURAL CONNECTIONS:

Our enrollment is culturally diverse and we celebrated that diversity throughout this year. Starting in the fall we celebrated Dia de Independencia on September 15, bringing the music, dance and poetry of Spain and Latin America to our campus. In November we celebrated the culture of the Philipines - its music, dance and art - and we received a language lesson as we enjoyed the adobo and lumpia. In February we celebrated African American culture, enjoying its literature, art and music as we savored greens and ham hocks. In April we will celebrate Hispanic culture and in June we conclude with a grand finale in celebration of the broad spectrum of diversity on our campus. Joe Conte, SWC President, together with six faculty will prepare a pasta dinner for 100-150 staff.

These events for staff have been paralleled by activities organized by students and the intent has been to use each occassion to celebrate the broad diversity on our campus.

On August 31, 1989 Dr. Jawanza Kunjufu was our keynote speaker. After his talk, "Being a Role Model on a Cultrually Diverse Campus", 300 faculty met in small discussion groups to further develop ideas addressed in Dr. Kunjufu's talk. These ideas were summarized and distributed to faculty as suggested activities for the academic year.

On February 1, 1990, nineteen workshops were offered as part of our flex day program. Workshops which addressed underrepresented groups and interculture workshops included the following:

Asian American Students: Are They Making the Grade?
Chemistry of Being: Further Exploration of Socio-Cultural Awareness
Conflict Resolution Workshop
Meeting the Challenge of the Underprepared/Underachieving Student

WEST HILLS COLLEGE
Scott Harris
Chair, Staff Development Committee
(209) 659-1473

The West Hills Community College District funded the affirmative action officer to attend the following workshops (paid for out of district funds):

ACCCA Affirmative Action Workshop, Mission College, Santa Clara, October 28, 1988.

CCC Chancellor's Office Legal Issues Workshop, Coast Community College District, November 14, 1989.

FACCC Affirmative Action Strategies: Serving Underrepresented Students and Faculty, Laney College, March 2, 1990.

FSD138

III. I would also like to know if you had any Faculty and Staff Development activities with a sister institution or neighboring college. If so, please give me a line or 2 about that again, note if it was funded with AB 1725 money and how many people participated.

ALAMEDA, COLLEGE OF
Mary K. Holland, Chairperson
Staff Development Committee
(415) 522-7221

A series of training sessions for student recruiters (mostly Student Services personnel) was arranged by Peralta District Admissions and Records. The cost of these sessions was shared by each college and our share was coded to AB 1725 funds.

In our next report to you I can tell you about our College Retreat which is scheduled for April 27-29, 1990. We are also planning a series of workshops focusing on Cultural Diversity to offer in the Spring Quarter.

Please tell the Legislature that we certainly do need the money for these kinds of activities. It is just not possible to convey to them what a difference these funds are making in small, but significant ways, in people's lives. In my own life, chairing the committee has been a tremendous boost at this point in my professional history.

AMERICAN RIVER COLLEGE
Sharon McCuen, Dean
Research and Development
(916) 484-8011

Our spring semester 1990 program included sponsoring the "Men of Color - Absence in Academia" teleconference. Some 40 staff attended from ARC as well as from Sacramento City College, Cosumnes River College, CRC Placerville campus and the District Office. It is planned that a second teleconference, "The Black Athlete," will be sponsored by one of our sister colleges.

Today, March 20, the TRC is featuring Stanford Professor Dr. James Adams, internationally known for his books on creative thinking, as a speaker on "Can Science and Liberal Arts Find Any Values in Common." We have invited our sister colleges, as well as Yuba and Sierra College. We video tape most presentations so that faculty and staff who miss staff development activities can view the tape at a later time.

ANTELOPE VALLEY COLLEGE
Martha F. Wengert, President
(805) 943-3241

During the 1989/90 flex year, we had two activities with neighboring colleges:

1. A Day at College of the Canyons - This involved about 60 of our faculty who were invited to spend the day at College of the Canyons sharing information with colleagues from there and Mt. San Jacinto College in large and small group discussions. The costs were picked up entirely by College of the Canyons.

2. A Shared Governance Colloquium - Faculty from Antelope Valley College, College of the Canyons, and Los Angeles Southwest College got together and wrote an Educational leadership Grant for a two day conference involving faculty, administration, and classified staff from all three colleges. The grant was for $7,000 and asked for matching funds from the participating colleges. Our costs for this conference will be approximately $2,400.

3. A future note - We are in the planning stages with College of the Canyons for a 1990/91 joint Great Teacher's Seminar. The estimated cost is $6,000.

CITRUS COLLEGE
Dr. Rita L. Burleigh
Assoc. Dean of Instruction
(818) 914-8880

Faculty Showcase: The New Professionalism

This project was designed to help the faculty of 54 southern California community college districts meet the intensifying demands from the Legislature, Board of Governors, adn their own professional associations for increased professionalism. A consortium of three districts, Citrus, Chaffey, and Mount San Antonio, in partnership with Cypress, Pasadena, and Rio Hondo Colleges, co-sponsored two programs on various aspects of faculty professionalism.

The overall theme of the two programs and the specific topics were selected by the consortium planning committee based on the evaluations received from the same consortium's successful 1987-1988 Fund for Instructional Improvement funded "Students in Distress" programs. The first conference showcased model programs which open new avenues for faculty professional growth such as contract education, honors, study abroad, and faculty development and examined the increased faculty role in accreditation, classroom research and internationalizing the curriculum. The second program focused on faculty issues such as marketing, consulting, grant writing, classroom research, publishing, responding to the shifting demographics of California, and the evolving role of faculty in determining the direction of general education.

Our primary goal was to serve 400 community college full- and part-time faculty. The two programs actually served approximately 250 faculty.

DESERT, COLLEGE OF THE
Jacqulyn Weiss
Director of Personel
(619) 346-8041

We have not participated in any intersegmental activities as yet. We are currently notifying faculty of the Intersegmental Seminar on General Education scheduled for the summer and believe that there will be interest in participation.

DIABLO VALLEY COLLEGE
Arthur Dull
Staff Development Coordinator
(415) 685-1230

1. We have had joint flex activities on a department basis with Los Medanos and Contra Costa College and we can attend the others flex workshop. Funding here is minimal.

2. Diablo Valley and Los Medanos College sponsored a 4C/SD regional meeting at Los Medanos recently and this was supported by AB 1725 funds.

3. We are also doing a joint classroom research program with Los Medanos College, under the Pat Cross model, and AB 1725 funding is shared by both campuses.

EAST LOS ANGELES COLLEGE
B. David Fisher, Coordinator
Faculty and Staff Development
(213) 265-8650

We have had a few activities with our brother institutions. The staff of the Child Day Care Center met with the staffs of all the other colleges in the district for a two day retreat doing a "great teachers" type format. In addition, the Staff Development Coordinators of the LACCD are meeting monthly to share, discuss and formulate activities to be done jointly.

GLENDALE COMMUNITY COLLEGE
Sharon D. Scull
Staff Development Officer
(818) 240-1000

A joint Glendale Community College - Pasadena City College instructional skills workshop (ISW) will be offered in May. The instructional team (one instructor from each college) will be paid from AB 1725 funds. Five faculty members (two from GCC and three from PCC) will receive a 24-hour training course to improve teaching and effectiveness and recruit candidates for facilitators' training. Each college district will fund required substitutes.

A district-funded joint GCC-PCC Cabinet retreat in May will examine the implications of AB 1725 and work to develop more joint programs like the ISW.

GOLDEN WEST COLLEGE
Sharon A. Ratliffe
Staff Development Coordinator
(714) 892-7711

A. Orange Coast College and Golden West College co-published their flex day programs in January so that people could go between the campuses to attend workshops. Funding was from AB 1725 and involved our entire staff -- faculty, administrators, classified.

B. The Staff Development Coordinator (and classified staff member) at Coastline Community College will join our staff for the Classified Retreat on May 2-4 in order to become trained to conduct one.

C. Two of our classified staff , and members of the Staff Development Committee, attended the MT. San Antonio College classified retreat last December as members, in preparation for being staff at our May 2-4 retreat.

All three events were funded by AB 1725.

LOS ANGELES MISSION COLLEGE
Phil Lozano
Assistant Dean
Staff Development Committee Chair
(818) 365-8271

Other than meeting priodically with staff development coordinators from our nine district colleges, we have not participated jointly in any activities with our sister institutions.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Jimmy Mraule, Director
Certificated Personnel
(916) 920-7821

To date we have not participated in any activities with neighboring colleges, but we hope to have a district-wide activity in the near future.

MERCED COLLEGE
Harlan W. Hamlin
Vice President, Instruction
(209) 384-6000

We have not entered into any faculty and staff development activities with neighboring schools.

NAPA VALLEY COLLEGE
Bonnie Thoreen, Asst. Dean
Learning Resources and Staff Development
(707) 253-3095

We have not shared activities with our neighbors yet. I am making some overtures for next year.

ORANGE COAST COLLEGE
Pat Toney-Anthony
Staff Development Coordinator
(714) 432-0202

Flex Day schedules were shared amongst three sister colleges.

RIVERSIDE COMMUNITY COLLEGE
Richard Stover
Provost, Riverside City Campus
(714) 684-3240

Visits to other Community College Counseling Departments. Visits by our counseling staff to other community college counseling departments.

SAN BERNARDINO VALLEY COLLEGE
Dr. Susan A. Shodahl
Chair, Staff Development Committee
(714) 888-6511

Our local Great Teachers Seminar (3 days off campus) will be held in May in conjunction with our sister college, Crafton Hills College. There will be a total of 24 participants, 18 from our college and 6 from our sister college. The activity is being funded by AB 1725 funds.

SAN MATEO, COLLEGE OF
Michael C. Bucher
Staff Development Officer
(415) 574-6546

The first Instructional Skills Workshops noted above did involve participants from sibling Skyline College, were partially funded by AB 1725 funds and partially by District money.

SANTA MONICA COLLEGE
Norma J. N. Camp
Assistant Dean, Staff Development and Grants
(213) 450-5150

In January, 1989, a joint Santa Barbara City College/Santa Monica College Retreat was held in Santa Barbara. The two-day, one-night program matched SBCC and SMC Deans. Information and ideas were shared. Approximately 36 persons attended the program. Plans are to plan a similar program for department chairs in the 1990 Fall semester.

SOUTHWESTERN COLLEGE
Dr. George Weston
Coordinator, Staff Development
(619) 421-6700

Future faculty development program. In conjunction with San Diego State University SWC developed a program designed for persons interested in teaching at the community college level. Persons selected for the program - two thirds are ethnic minority - have a paid work assignment, are paired with a mentor and enroll in a course which orients them to community college teaching; the course is offered by San Diego State. A basic purpose of the program is to increase the number of our faculty from underrepresented groups.

"Men of color: Their absence in academia"

On March 28 SWC participated in a live teleconference and co sponsored this event with Grossmont College, Educational cultural complex (ECC) and San Diego City College. Approximately 120 persons attended this half day conference, including 25 graduate students in counseling from San Diego State University.

"The Black Athlete: Winners or Losers in Academia"

On April 18 SWC will participate in another live teleconference, co hosting this conference with Grossmont College, San Diego City College, and San Diego Mesa College.

VICTOR VALLEY COLLEGE
Laura White, Chair
Staff Development
(619) 245-4271

We have started to invite other institutions to our campus to share in some of our workshops. The first one that we will be doing is on April 23. It will be on Affirmative Action with John Madden, from the Chancellor's Office, as presenter. We have invited Barstow College and College of the Desert.

FSD151

ERIC Clearinghouse for
Junior Colleges
SEP 14 1990